

Announcement No. QTC59044

Subject: Health Promotion Policy

QTC Energy Public Company Limited establishes this Health Promotion Policy to systematically promote employee well-being by controlling key risk factors that may adversely affect health. The Company identifies three primary risk factors: smoking, alcohol consumption, and traffic-related accidents. To ensure effective implementation, the following measures are prescribed:

1. The Company strictly prohibits alcohol consumption at all Company-organized activities.
2. The sale of products that are harmful to health is strictly prohibited within Company premises.
3. The Company encourages employees to reduce and cease smoking, with the following controls:
 - o Designated smoking areas are provided at two locations within the factory.
 - o Employees and external parties may smoke only in designated areas.
 - o Smoking is permitted only during break periods and is prohibited during working hours.
4. Employees must comply with traffic laws. Motorcycle riders and passengers are required to wear safety helmets at all times.
5. Employees must comply with traffic laws. Drivers and front-seat passengers in motor vehicles are required to wear seat belts at all times.
6. The Company shall implement additional measures, as appropriate, to support its development as a health-promoting organization.
7. Any violation of this Policy shall be subject to disciplinary action in accordance with the Company's work regulations and occupational safety rules.

This Policy applies to all employees at all levels, advisors, customers, and all external parties engaging with the Company. It supersedes Announcement No. QTC53056 (Smoke-Free Workplace Policy), dated 24 August 2010, and Announcement No. QTC54019 (Health Promotion Policy), dated 30 March 2011.

This Policy is effective from **1 September 2016** onward.

Announced on 25 August 2016

Mr. Poonphiphat Tantanasin
Chairman of the Executive Committee

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